

MEMO

DATE: December 14, 2006

TO: Executive Committee
Regional Council

FROM: Mark A. Pisano, Executive Director
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SUBJECT: Performance Agreement

The Executive Committee provided comments and suggested changes to my 2006/2007 Performance Agreement at the November 2006 meeting. I have incorporated the Executive Committee's comments and am submitting my updated agreement for your review and approval.

The Performance Agreement is a foundation for the work that is performed for me and the agreements for each staff member of the agency. Additionally, they are the basis for the mid-year and annual evaluation process for me and the staff. The mid-year process is currently underway.

Executive Director
Performance Agreement
July 1, 2006 - June 30, 2007

Leadership, Vision and Progress which promote economic growth, personal well being, and livable communities for all Southern California.

Last year the Regional Council set out guidance for the current planning cycle. That guidance was reflected in our performance agreements last year. Most of the work activities will continue this year with some modifications or additions which are reflected in my agreement for this year.

Each member of the staff will describe how their performance agreement contributes either directly by producing outcomes that achieves the mission or indirectly by developing inputs that help support the mission. Additionally, our agreements reflect the organization's Strategic Plan adopted in November 2002 and amended February 2004. A key objective of the Strategic Plan is that SCAG be the pre-eminent regional institution for the region, thus SCAG will strive for excellence in all our efforts and will develop performance measures that will measure our contributions to our Mission. We will also hold ourselves accountable to these performance measures in our evaluation process.

I. Develop long-range regional plans and strategies that provide for efficient movement of people, goods and information; enhance economic growth and international trade; and improve the environment and quality of life.

A. Coordinate the Regional Housing Needs Assessment (RHNA) and the Regional Growth Forecast and incorporate this forecast into the Regional Transportation Plan (RTP) and the Regional Comprehensive Plan (RCP). Finalize the Draft RCP for all the categories identified on Page 10 of the Strategic Plan and prepare a draft EIR for the Plan. Each of the sections will follow the outcome and performance objective framework that we pioneered in the last RTP. We will develop a funding plan for the Regional Housing Needs Assessment.

B. Work with SCAG members, the Governor and the legislature to develop a CEQA process which uses regional integrated planning as the regional analysis for local plans and projects environmental analysis and review. In order to accomplish this I will take the lead in creating partnerships and seek funding from State and regional agencies that will be needed to integrate into existing SCAG responsibilities so that we can complete the draft RCP, i.e., habitat, water supply, water quality, solid waste, and energy chapters.

C. Review and revise the growth forecast using the progress we are making on the 2% Strategy and local input. Incorporate the growth forecast into the transportation plan, the air quality plan and the housing needs allocation. The Regional Transportation Plan will reflect all the changes required by SAFETEA-LU. The Air Quality Plan will require an attainment strategy for goods movement.

D. Continue corridor planning using the Regional Significant Transportation Investment Peer Review Group. The corridors under review are listed in the 2006/2007 OWP. A key element of our review will be the relationship between the corridors and the regional growth patterns described by the Compass Policy and the Regional Growth Forecast.

E. Transit Planning will focus on the land-use, housing and transit relationship as well as the increased efficiency that the 2% Strategy will create for transit productivity. We will also focus on the financial leverage that land-use can create for transit capital and operations.

F. Financial Planning will focus on developing a financially constrained RTP. Additionally, our financial planning will develop the finance section of the RCP.

II. Implement Plans by linking regional policies and incubator projects - Outlined in the Strategic Plan.

A. Implement our Compass Blueprint Program through the guidance of the Compass Partnership, a public/private community advisory structure. The demonstration projects of the past year will be expanded to a critical mass of 30-50 cities and counties, as funding becomes available. We will assist these cities with our package of tools and our educational outreach program. I will take the lead in seeking State legislation providing for CEQA streamlining and financial assistance in the 2% Strategy area. We will use our Intergovernmental Review Program to assist on the tracking of 2% Strategy projects.

B. Develop a public/private framework agreement for the Regional Goods Movement Strategy that will finance both capital expansion and environmental/community impact mitigation. I will work with our local, regional, state and federal partners to develop a framework for an institutional structure that will implement appropriate financial structures and administer the EIS/EIR process.

C. I will assist in the formation of a high speed connector Joint Powers Agency starting with the Cities of LA and Ontario. Develop a plan to finance the system. We will complete Phase II feasibility study undertaken by Lockheed and the alternatives analysis undertaken jointly with our partners to be used as a part of the EIS/EIR.

D. I will work with our members, primarily the City of LA, to develop parameters for a regional aviation consortium and help the City of LA to develop an implementation strategy that is consistent with the regional aviation plan.

E. Bring forward a series of RTIP amendments that are financially constrained and conform to the Federal Clean Air Act and Transportation Conformity requirements. The TIP will also be brought into line with SAFETEA-Lu requirements this year.

III. Providing quality information services and analyses for the region.

A. Information Services

1. Continue the development of the Integrated Regional Information System (IRIS) to facilitate data sharing for members, partners and internally. The IRIS will also be a useful tool to support regional planning, analysis and monitoring. This year the following is expected to be completed, identification of user requirements, the establishment of business needs and the business rules for the system.
2. Use the GIS databases that are part of IRIS in conjunction with SCAG's Interactive Atlas, Web Accessible Geographic System (WAG's), and LA LOTS. These tools can be used for planning, the EIR, the Compass 2% Strategy work, the growth forecast and the chapters of the RCP. These databases and tools will also provide input to our model development.
3. Complete the RTIP Database Program in coordination with the County Commissions and the state.
4. Finalize the revision of the Transportation Model by incorporating the Origination & Destination survey, the truck model, and the new zone system. The new model will be brought on line in time to do production runs for the RTP portion of the RCP and the RTIP. The model will also be used to serve as the basis for a performance based review of projects, programs, and strategies in the RTP and for the projects in the RTIP.
5. Accelerate the development of Transcad as an operational software tool for modeling support and conversion of the transportation model.
6. Complete the expansion of the existing LA LOTS interactive, web-based data program to provide coverage to the entire 6-county SCAG region.

B. Regional Analysis

1. Complete the State of the Region Report.
2. Work with the other regions in the State to develop the first State of the Regions Report. This statewide report will be based on a region by region report of key indicators that will provide a status of quality of life and personal well-being in California. It is being done in conjunction with the Business, Transportation and Housing Agency (through Caltrans) and CalCog.
3. Complete the State of the Commute Report so that it can be used in the RTP and RTIP process.

IV. Using an inclusive decision-making process that resolves conflicts and encourages trust.

A. I will ensure timely, coordinated and accurate support for the Regional Council, Committees and task forces. Continue to improve upon the agenda process improvements that were started this year. Develop a standardized format to provide options and alternatives analysis in staff submittals.

B. Support the Communications and Membership Committee in development and implementation of a regional leadership program.

C. I and key staff will continue to inform our members of the benefits of SCAG as part of our commitment to retain, engage and proactively interact with our members. One tool to achieve this is for me and key staff to attend City Manager's Meetings.

D. Recruit 5 new members.

E. I will work with the Communication and Membership Committee on the orientation process for new Regional Council Members.

F. Work with the Native American/Tribal Governments Partnership to facilitate participation in SCAG and outreach to members to facilitate full General Assembly participation by the Native American/Tribal Governments.

G. Continue to develop a Regional Consensus position in Washington and Sacramento by working with our Regional Partners and our members. Included in that initiative will be:

1. Developing consensus for projects to be funded by bond measures. Funding for transportation through Prop 42 protection, public/private financing mechanisms, and financing instruments for Compass Blueprint implementation; CEQA improvements both near term and long term; federal appropriations; and continued development of goods movement funding instruments.

2. Develop a consensus within the region to facilitate the passage of legislation to enable SCAG to undertake its RHNA Pilot Program.

3. Continue to work within the region and in other appropriate forums to develop administrative or legislative vehicles to permit the use of TIF/FIA financing for project development costs.

H. Proactively undertake education and information on all our programs, particularly, the existing RTP, Compass Blueprint, and using more of our staff to speak and represent the agency. (All Directors and Managers will be required to be part of the Agencies Speaker's Bureau).

I. Work with our neighboring regions (Kern COG, SANDAG, Santa Barbara COG and Baja California) to discuss common issues, update the Southern California mega region report, and establish the Southwest Alliance. I will take a lead role in developing the Major Metro initiative America 2050 national agenda.

J. Identify opportunities for more private sector involvement in SCAG activities.

V. Creating an educational and work environment that cultivates creativity, initiative, and opportunity, both within the agency and the region.

A. The agency strives to be a best in class performer in all aspects of our work. This can only be accomplished if I and the Management Team commit to a continuous improvement and refinement of Best Practices in all parts of the organization as essential and required. Our Administrative Committee will review and revise our Best Practice Report to make any changes that require policy approval.

B. We will continue with our internal auditing on both our subregions and ourselves to ensure that we are adhering to existing requirements and will work with subregions on resolving issues.

C. Our budgeting process will focus on developing a system of performance measures that will improve our ability to relate work performed to outcomes. The budget should reflect both a one-year and three-year budget and business plan as outlined in the Strategic Plan.

D. The performance measures that we develop will be used to supplement our quarterly progress reporting so that these reports are more useful to management and the Regional Council.

E. The Performance Measures developed will support and be integrated with our Pay for Performance System.

F. Develop a multi-year Information Technology Strategic Plan.

G. I will lead a continuous improvement effort that will focus on delegation of initiative and responsibility within the organization and implement a succession program. This will be accomplished by the mentoring, rotation, and training elements of the Professional Pathway Program that emphasize the leadership part of our Mission Statement. This will be our highest Human Resources priority for the year.

H. Complete the classification/compensation study of all job series in the organization.

I. Manage our cash flow to minimize the use of the line of credit.

J. Reorganizations in personnel should be presented prospectively for information purposes to the Executive and Administration Committees.

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